

NPIC/D-124-70

MEMORANDUM FOR: Director, National Photographic Interpretation Center

SUBJECT : Proposed Changes in Career Service Policies and Procedures.

1. It is my view that the most effective means of improving our personnel management and career development is to strengthen the role of our individual supervisors who are responsible for the day-to-day functioning of the program and who provide the essential communications link with the employees.

2. With this objective in mind, I began meeting with the senior managers of the Center several months ago to obtain their separate views and recommendations. Proposed changes in policies and procedures were then developed; draft memoranda and notices necessary to implement the changes prepared; and the complete package was submitted to the Career Service Board for review and action. The Board was unanimous in endorsing the key features of the proposals. Modifications suggested by Board members have been incorporated in the revised draft memoranda and notices which are attached for your review and approval.

3. The important changes which are being proposed are as follows:

a. Establishment of Career Panels in IEG, PPBS, PSG, and TSSG with responsibility for reviewing all career development and personnel actions for their respective components.

b. Delegation of authority to Group and Staff Chiefs to approve promotions to Grades GS-12 and below (present delegation to GS-09 and below).

c. Dissolution of Competitive Evaluation Panels A and B. Responsibility for rating placed on respective supervisors with review and approval by Career Panels.

d. Use of two new rating categories to record the results of annual competitive promotion evaluation reviews. Promotion potential would be reflected in letter ratings of A through D, while development potential would be indicated by numerical ratings of 1 through 4.

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4. I believe that these changes will serve to focus the responsibility and the authority for management of career development closer to the points where it can be most effectively accomplished. At the same time, sufficient authority for review and direction will be retained by you and the Career Board to ensure an equitable career program throughout the Center. After you have read the attached papers, I should welcome the opportunity to discuss them with you.



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Executive Director, NPIC

Attachments:
a/s

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